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IMPLEMENTATION OF THE INTERNATIONAL COVENANT ON ECONOMIC, SOCIAL AND CULTURAL RIGHTS

Note by the Secretary-General

The Secretary-General has the honour to transmit herewith the twenty-third report of the International Labour Organization under article 18 of the International Covenant on Economic, Social and Cultural Rights, submitted in accordance with Economic and Social Council resolution 1988 (LX).

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PART I

Introduction

The present report has been established according to the arrangements approved by the Governing Body of the International Labour Office[1] to give effect to resolution 1988 (LX) of 11 May 1976 of the United Nations Economic and Social Council requesting specialized agencies to submit reports in accordance with Article 18 of the International Covenant on Economic, Social and Cultural Rights, on the progress made in achieving the observance of the provisions of the Covenant falling within the scope of their activities. According to these arrangements, the International Labour Office is entrusted with the task of communicating to the United Nations, for presentation to the Committee on Economic, Social and Cultural Rights, information on the results of the operation of various ILO supervisory procedures in the fields covered by the Covenant. It should remain open for the Committee of Experts on the Application of Conventions and Recommendations to report on particular situations whenever it deems this desirable or when specifically requested to do so by the Committee on Economic, Social and Cultural Rights.

The report will follow the approach adopted since 1985, and will contain in Part II:(a) indications concerning the principal ILO Conventions relevant to Articles 6-10 and 13 of the Covenant; and (b) indications concerning ratification of these Conventions and comments made by ILO supervisory bodies with regard to the application of these Conventions by the States concerned (in so far as the points at issue appear to have a bearing also on the provisions of the Covenant). The latter indications are based mainly on the comments of the Committee of Experts resulting from its examination of the reports on the Conventions in question. Account was also taken of the conclusions and recommendations adopted under constitutional procedures for the examination of representations or complaints and, in the case of Article 8 of the Covenant, of the conclusions and recommendations of the Committee on Freedom of Association of the ILO Governing Body following examination of complaints alleging violation of trade union rights. Given the increased recourse to the Joint ILO/UNESCO allegations procedure concerning teaching personnel, information on cases examined there are added under Article 13 of the Covenant, when relevant to the country reports being examined. [2]

The list of countries for which information has been provided in the present report appears in the table of contents. A recapitulatory list of States Parties to the Covenant and of ILO reports containing information concerning them will be found in the Annex.

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[1] Decisions of the Governing Body at its 201st Session (November 1976) and at its 236th Session (May 1987).

[2] Information on the procedures and machinery for the implementation of ILO standards, including the operation of its supervisory bodies, can be found in UN Action in the Field of Human Rights (United Nations publication, New York, 1988, Sales No. E.88 XIV.2), Chapter XIV, section D.1. Further information can be found in a document submitted to the World Conference on Human Rights, published as UN document A/CONF.157/PC/6/Add.3.

PART II

A. Principal ILO Conventions relevant to Articles 6-10 and 13 of the Covenant

The following is a list of the principal ILO Conventions relevant to each of Articles 6-10 and 13 of the Covenant.[3] Indications on the ratification of these Conventions by each State concerned are given in section B of this part (indications concerning the situation of individual countries).

Article 6 of the Covenant

Unemployment Convention, 1919 (No.2)
Forced Labour Convention, 1930 (No.29)
Fee-Charging Employment Agencies Convention, 1933 (No.34)
Employment Service Convention, 1948 (No.88)
Fee-Charging Employment Agencies Convention, 1949 (No.96)
Abolition of Forced Labour Convention, 1957 (No.105)
Indigenous and Tribal Populations Convention, 1957 (No.107)
Discrimination (Employment and Occupation) Convention, 1958 (No.111)
Social Policy (Basic Aims and Standards) Convention, 1962 (No.117)
Employment Policy Convention, 1964 (No.122)
Paid Educational Leave Convention, 1974 (No.140)
Human Resources Development Convention, 1975 (No.142)
Workers with Family Responsibilities Convention, 1981 (No.156)
Termination of Employment Convention, 1982 (No.158)
Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No.159)
Employment Promotion and Protection Against Unemployment Convention, 1988 (No.168), Part II.
Indigenous and Tribal Peoples Convention, 1989 (No.169)

Article 7 of the Covenant

Remuneration

Minimum Wage-Fixing Machinery Convention, 1928 (No.26)
Minimum Wage-Fixing Machinery (Agriculture) Convention, 1951 (No.99)
Minimum Wage-Fixing Machinery Convention, 1970 (No.131)

There are, in addition, particularly for Articles 7 and 9, a number of Conventions dealing with corresponding matters in particular occupational sectors (e.g. road transport, seafarers, fisherman, dock workers, plantation workers, nursing personnel) or with particular categories of workers (e.g. migrant workers, workers in non-metropolitan territories). These Conventions are not included in the present list but are taken into account in the indications concerning the situation in individual countries.

Equal remuneration

Equal Remuneration Convention, 1951 (No.100)

Rest, limitation of working hours and holidays with pay

Hours of Work (Industry) Convention, 1919 (No.1)
Weekly Rest (Industry) Convention, 1921 (No.14)
Hours of Work (Commerce and Offices) Convention, 1930 (No.30)
Forty-Hour Week Convention, 1935 (No.47)
Holidays with Pay Convention, 1936 (No.52)
Holidays with Pay (Agriculture) Convention, 1957 (No.101)
Weekly Rest (Commerce and Offices) Convention, 1957 (No.106)
Holidays with Pay Convention (Revised), 1970 (No.132)
Part-time Work Convention, 1994 (No.175)

Safe and healthy working conditions

White Lead (Painting) Convention, 1921 (No.13)
Marking of Weight (Packages Transported by Vessels) Convention, 1929 (No.27)
Protection Against Accidents (Dockers) Convention, 1929 (No.28)
Protection Against Accidents (Dockers) Convention, 1932 (No.32)
Safety Provisions (Building) Convention, 1937 (No.62)
Labour Inspection Convention, 1947 (No.81)
Radiation Protection Convention, 1960 (No.115)
Guarding of Machinery Convention, 1963 (No.119)
Hygiene (Commerce and Offices) Convention, 1964 (No.120)
Maximum Weight Convention, 1967 (No.127)
Labour Inspection (Agriculture) Convention, 1969 (No.129)
Benzene Convention, 1971 (No.136)
Working Environment (Air Pollution, Noise and Vibration) Convention, 1977 (No.148)
Occupational Safety and Health (Dock Work) Convention, 1979 (No.152)
Occupational Safety and Health Convention, 1981 (No.155)
Occupational Health Services Convention, 1985 (No.161)
Asbestos Convention, 1986 (No.162)
Safety and Health in Construction Convention, 1988 (No.167)
Chemicals Convention, 1990 (No.170)
Night Work Convention, 1990 (No.171)

Article 8 of the Covenant

Right of Association (Agriculture) Convention, 1921 (No.11)
Freedom of Association and Protection of the Right to Organize Convention, 1948 (No.87)
Right to Organize and Collective Bargaining Convention, 1949 (No.98)

Workers' Representatives Convention, 1971 (No.135)
Rural Workers' Organizations Convention, 1975 (No.141)
Labour Relations (Public Service) Convention, 1978 (No.151)
Collective Bargaining Convention, 1981 (No.154)

Article 9 of the Covenant

Workmen's Compensation (Agriculture) Convention, 1921 (No.12)
Workmen's Compensation (Accidents) Convention, 1925 (No.17)
Workmen's Compensation (Occupational Diseases) Convention, 1925 (No.18)
Equality of Treatment (Accident Compensation) Convention, 1925 (No.19)
Sickness Insurance (Industry) Convention, 1927 (No.24)
Sickness Insurance (Agriculture) Convention, 1927 (No.25)
Old-Age Insurance (Industry, etc.) Convention, 1933 (No.35)
Old-Age Insurance (Agriculture) Convention, 1933 (No.36)
Invalidity Insurance (Industry, etc.) Convention, 1933 (No.37)
Invalidity Insurance (Agriculture) Convention, 1933 (No.38)
Survivor's Insurance (Industry, etc.) Convention, 1933 (No.39)
Survivor's Insurance (Agriculture) Convention, 1933 (No.40)
Workmen's Compensation (Occupational Diseases) Convention (Revised), 1934 (No.42)
Unemployment Provisions Convention, 1934 (No.44)
Maintenance of Migrants' Pension Rights Convention, 1935 (No.48)
Social Security (Minimum Standards) Convention, 1952 (No.102)
Equality of Treatment (Social Security) Convention, 1962 (No.118)
Employment Injury Benefits Convention, 1964 (No.121)
Invalidity, Old-Age and Survivors' Benefits Convention, 1967 (No.128)
Medical Care and Sickness Benefits Convention, 1969 (No.130)
Maintenance of Social Security Rights Convention, 1982 (No.157)
Employment Promotion and Protection Against Unemployment, 1988 (No.168)

Article 10 of the Covenant

(a) Maternity protection (re paragraph 2)

Maternity Protection Convention, 1919 (No.3)
Maternity Protection Convention (Revised), 1952 (No.103)

(b) Protection of children and young persons in relation to employment and work (re paragraph 3)

Minimum Age (Industry) Convention, 1919 (No.5)
Minimum Age (Sea) Convention, 1920 (No.7)
Minimum Age (Agriculture) Convention, 1921 (No.10)
Minimum Age (Trimmers and Stokers) Convention, 1921 (No.15)
Minimum Age (Non-Industrial Employment) Convention, 1932 (No.33)

Minimum Age (Sea) Convention (Revised), 1936 (No.58)
Minimum Age (Industry) Convention (Revised), 1937 (No.59)
Minimum Age (Non-Industrial Employment) Convention (Revised), 1937 (No.60)
Minimum Age (Fisherman) Convention, 1959 (No.112)
Social Policy (Basic Aims and Standards) Convention, 1952 (No.117)
Minimum Age (Underground Work) Convention, 1965 (No.123)
Minimum Age Convention, 1973 (No.138)
Night Work of Young Persons (Industry) Convention, 1919 (No.6)
Night Work (Bakeries) Convention, 1925 (No.20)
Night Work of Young Persons (Non-Industrial Occupations) Convention, 1946 (No.79)
Night Work of Young Persons (Industry) Convention (Revised), 1948 (No.90)
White Lead (Painting) Convention, 1921 (No.13)(Article 3)
Radiation Protection Convention, 1960 (No.115)(Article 7)
Maximum Weight Convention, 1967 (No.127)(Article 7)
Benzene Convention, 1971 (No.136)(Article 11)
Medical Examination of Young Persons (Sea) Convention, 1921 (No.16)
Medical Examination (Seafarers) Convention, 1946 (No.73)
Medical Examination of Young Persons (Industry) Convention, 1946 (No.77)
Medical Examination of Young Persons (Non-Industrial Occupations) Convention, 1946 (No.78)
Medical Examination (Fishermen) Convention, 1959 (No.113)
Medical Examination of Young Persons (Underground Work) Convention, 1965 (No.124)

Article 13 of the Covenant

Human Resources Development Convention, 1975 (No.142)

Reference is also made, when appropriate, to the ILO/UNESCO Joint Recommendation concerning the status of teachers, 1966, and to the work of the Joint ILO/UNESCO committee which supervises its application.

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B. Indications concerning the situation of individual countries

For each Article of the Covenant under consideration, these indications show the state of the ratification of the corresponding Conventions by the country in question, and references to the relevant comments of the supervisory bodies with regard to the application of these Conventions. Full copies of the comments of the Committee of Experts are appended (in English, French and Spanish), and should be consulted for further details.

The absence of any such reference signifies either that there are no comments at the present time regarding the application of a particular Convention, or that the comments that have been made deal with points not relating to the provisions of the Covenant or to matters (for example, simple requests for information) which it would not appear to be necessary to

deal with at this stage, or again that the government's reply concerning the application of a Convention on which comments had been made has not yet been examined by the Committee of Experts.

When references are made to the "observation" of the Committee of Experts, their texts are published in the report of the Committee for the same year (Report III (Part 4A) of the corresponding session of the International Labour Conference). In addition, comments have been formulated in requests for information addressed directly by the Committee of Experts to the governments in question; such comments are not published but the text is made available to the interested parties.

Finally, it should be noted that exceptionally two sessions of the Committee of Experts were held in 1995, in March and in November-December. Indications are given in the text as to which of the two sessions is concerned, if relevant.

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Indications concerning the situation of individual countries to be examined at the 16th (28 April - 16 May 1997) session of the Committee on Economic, Social and Cultural Rights.

CENTRAL AFRICAN REPUBLIC

No Information concerning the Cental African Republic has previously been supplied to the Committee.

The following relevant Conventions have been ratified and are in force for the Central African Republic (for full names see the list of Conventions in Part II A above): 2, 3, 4, 5, 6, 11, 13, 14, 17, 18, 19, 26, 29, 33, 52, 62, 81, 87, 88, 98, 99, 100, 101, 105, 111, 117, 118, and 119.

Article 6

In its 1995 (Nov.-Dec.) observation on the Abolition of Forced Labour Convention, 1957 (No. 105), the Committee of Experts noted with interest the coming into force in 1995 of a new Constitution which guarantees, inter alia, the freedoms of expression, assembly and association. In its previous comments, the Committee had noted that sentences of imprisonment involving compulsory labour could be imposed under Act No. 60/169 (dissemination of banned publications) and order No. 3-MI of 25 April 1969 (dissemination of foreign periodicals or news that had not been approved by the censor).The Committee requested the Government to indicate whether the Act and Order referred to above had been formally repealed and, if so, to supply a copy of the legislation repealing the above texts.

Article 7

In its 1995 (Nov-Dec) observation on the Holidays with Pay Convention, 1936 (No.52), the Committee of Experts recalled that for several years it had noted inconsistencies between section 129, second paragraph, of the Labour Code (length of service entitling workers to holiday could be up to 24 or 30 months in certain cases) and the requirements of the Convention. It noted that in 1980 and 1988 a draft Decree had been drawn up with the assistance of the ILO, providing for the amendment of that section so that persons covered by the Convention may benefit from a minimum holiday with pay every year. Since the Government has indicated that, in its opinion, the national legislation was not incompatible with the Convention the Committee recalled that Article 2 of the Convention sets forth the right to annual holiday with pay of at least six working days after one year of continuous service and expressed the hope that the Government would soon provide information on the measures adopted to ensure full compliance with the Convention.

In its 1996 observation on the Safety Provisions (Building), 1937 (No. 62), the Committee of Experts recalled that, in its previous comments, it had drawn the Government's attention to the need to adopt measures in laws or regulations to give effect to the provisions contained in the Convention, since such provisions are not self-executive. The Committee recalled that draft texts had been prepared for this purpose following direct contacts in 1978 and 1980, and expressed the firm hope that they would be adopted in the very near future. The Committee also recalled that, for a number of years, it had been noting the absence of statistical information relating to the number and classifications of accidents occurring in the building sector, data which is required under Article 6 of the Convention. It asked the Government to report in detail in 1988.

Article 8

In its 1996 observation on the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), the Committee of Experts, in the absence of a Government report, repeated its previous observation in which it recalled the inconsistencies between sections 1, 2 and 4 of Act No. 88/009 of 19 May 1988, (eligibility of candidates for trade union office and creation of a single trade union system in the legislation), and the Convention. It noted with interest that the new Constitution of 14 January 1995 enshrined trade union pluralism and freedom of association and that the Government had indicated that laws would be enacted to give effect to these constitutional provisions. The Committee requested the Government to keep it informed of any change in the legal or practical situation and to indicate measures to bring the relevant sections of the 1988 Act into conformity with the Convention.

Article 9

In its 1996 observation on the Equality of Treatment (Accident Compensation) Convention, 1925 (No. 19), the Committee of Experts, in the absence of a Government report, repeated its previous comments on the need to amend the legislation so that the dependants (survivors) of a worker, who was a national of a State bound by the

Convention, who were not resident in the Central African Republic at the time of the victim's death and continue to be non-resident, may claim the survivor's benefit, in accordance with the Convention. The Committee expressed the hope that there would be progress on this and drew the Government's attention to the possibility of requesting the technical assistance of the Office.

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The Committee of Experts furthermore addressed direct requests to the Government in 1995 (March) on Conventions Nos. 18 and 26, in 1995 (Nov.-Dec.) on Conventions Nos. 5, 17, 88 and 111, and in 1996 on Conventions Nos. 13, 33, 100, 117, 118.

GUYANA

Information concerning Guyana was previously been supplied in 1995.

The following relevant Conventions have been ratified and are in force for Guyana (for full names see the list of Conventions in Part II A above): 2, 5, 7, 10, 11, 12, 15, 19, 26, 29, 42, 81, 87, 98, 100, 105, 111, 115, 129, 131, 135, 136, 140, 141, 142, and 151.

Article 8

In its 1996 observation on the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), the Committee of Experts recalled that the Trade Union Recognition Bill, which was to contain provisions establishing objective, pre-established and precise criteria for determining the most representative union for collective bargaining purposes, was tabled in Parliament but was still under consideration. The Committee once again expressed the firm hope that this Bill would be adopted in the near future and that it would contain the necessary safeguards for an objective determination of the exclusive bargaining agent. It requested the Government to indicate progress made in this regard in its next report. As concerns its previous comment on the need to amend the Public Utility Undertakings and Public Health Services Arbitration Act, so that compulsory arbitration in respect of strikes is only used for essential services in the strict sense of the term, the Committee noted that the industrial disputes subcommittee of the standing tripartite committee had been mandated to recommend changes to this Act. The Committee expressed once again its trust that compulsory arbitration would only be used in respect of services whose interruption would endanger the life, personal safety or health of the whole part of the population and requested to Government to indicate, in its next report, the progress made in this regard.

Article 9

In its 1995 (March) observation on the Workmen's Compensation (Occupational Diseases)(Revised) Convention, 1934 (No. 42), the Committee of Experts noted that the list of occupational diseases attached to Regulation No. 34 of 1969 had not yet been amended, but that this question was to be dealt with within the framework of the ILO assistance in legislative reforms in the area of occupational safety and health. The Committee therefore once again hoped that the Government would shortly take all the necessary measures, with the assistance of the ILO, to amend the list, in order to give full effect to the Convention.

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The Committee of Experts furthermore addressed direct requests to Guyana in 1994 on Convention No. 142, in 1995 (March) on Conventions Nos. 2 and 131, in 1995 (Nov.-Dec.) on Conventions Nos. 81 and 111, and in 1996 on Convention No. 151, as well as a general direct request.

LIBYAN ARAB JAMAHIRIYA

Information concerning the Libyan Arab Jamahiriya was previously supplied in 1996.

The following relevant Conventions have been ratified and are in force for the Libyan Arab Jamahiriya (for full names see the list of Conventions in Part II A above): 1, 3, 14, 26, 29, 52, 81, 88, 96, 98, 100, 102, 103, 105, 111, 118, 121, 122, 128, 130, 131, and 138.

Article 6

In its 1996 observation on the Abolition of Forced Labour Convention, 1957 (No. 105), the Committee of Experts expressed the hope that amendments would now be made to the relevant Acts that would ensure that no penalties involving compulsory labour may be imposed as a punishment on persons who have expressed certain political or ideological opinions or who have committed breaches of labour discipline or participated in strikes. In addition, the Committee again expressed the hope that the Government would supply copies of several legislative provisions, including the Green Book on Human Rights and those texts governing the establishment, functioning and dissolution of associations and political parties.

Article 7

In its 1996 observation on the Labour Inspection Convention, 1947 (No.81), the Committee of Experts, in the absence of a Government report, again asked the Government to take measures to ensure that the Convention is fully observed and that annual labour inspection reports containing detailed information on the work of the labour inspection services will be published and transmitted within the time limits as required by Article 20 of the Convention.

Article 8

In its 1995 (Nov.-Dec.) observation on the Right to Organize and Collective Bargaining Convention, 1949 (No.98), the Committee of Experts recalled its previous comments concerning a number of discrepancies between the national legislation and the Convention on both coverage of certain workers and on the freedom to bargain collectively and the assurance given by the Government to repeal or amend the legislation not in conformity with the Convention. The Committee emphasized once again the necessity of adopting measures to guarantee to all workers, be they nationals or foreigners, the rights set out in the Convention.

Article 9

In its 1996 observation on the Social Security (Minimum Standards) Convention, 1952 (No.102), the Committee of Experts, in the absence of a Government report, recalled that the provisions of sections 38 and 41 of the Social Security Act could not be considered as sufficient to give effect to Parts IV (Unemployment benefit) and VII (Family benefit) of the Convention. The Committee hoped that the Government would be able to take the necessary measures, in law and in practice, in order to establish a social security scheme in accordance with the Convention and asked the Government to indicate the progress made in the respect in its next report.

In its 1996 observation on the Equality of Treatment (Social Security) Convention, 1962 (No.118), the Committee of Experts, again in the absence of a Government report, recalled that the practice of making a distinction between nationals and non-Libyan workers in terms of social security payment is contrary to the principle of equality of treatment as provided by the Convention. It hoped that the Government would make every effort to take the necessary action to bring the legislation into conformity with the Convention in the very near future and drew the Government's attention to the availability of technical assistance from the Office.

In its 1996 observation regarding the Employment Injury Benefits Convention, 1964 (No.121), the Committee of Experts noted with regret that the Government's report had not been received for the third consecutive time, and therefore repeated its previous observation on the need to supply statistics concerning the level of cash payments currently made. It hoped that the Government would make every effort to take the necessary action in the near future. A similar comment was made with regard to the Medical Care and Sickness Benefits Convention, 1989 (No. 130)

In its 1996 observation on the Invalidity, Old-Age and Survivors' Benefits Convention, 1967 (No. 128), the Committee of Experts, again in the absence of a government report, recalled that, previously, insufficient information on the practical application of the Convention, had been received. It expressed the hope that the Government would not fail to supply the information requested in its next reports and raised the matter in a direct request.

Article 10

In its 1994 observation on the Maternity Protection (Revised) Convention, 1952 (No.103), the Committee of Experts recalled that certain provisions of the national legislation were not in conformity with the Convention, particularly those concerning the length of maternity leave, both pre- and post-natal. It also noted that the Government's report contained no information in answer to previous comments. It thus repeated its request for information on extending maternity protection to certain workers, obligatory payment of benefits by the employer and the extension of maternity leave in case of error in the presumed date of confinement.

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The Committee of Experts furthermore addressed direct requests to the Libyan Arab Jamahiriya in 1995 (Nov.-Dec.) on Convention No.1, and in 1996 on Conventions Nos. 29, 52, 88, 100, 102, 111, 118, 121, 122, 128, 130, 131, 138, as well as a general direct request.

PERU

Information concerning Peru was previously supplied in 1985.

The following relevant Conventions have been ratified and are in force for Peru (for full names see list of Conventions in Part II A above): 1, 10, 11, 12, 14, 19, 20, 24, 25, 26, 27, 29, 35, 36, 37, 38, 39, 40, 44, 52, 58, 59, 62, 67, 73, 77, 78, 79, 81, 87, 88, 90, 98, 99, 100, 101, 102, 105, 106, 111, 112, 113, 122, 151, 152, 156, 159, and 169.

Article 6

In its 1996 observation on the Employment Service Convention, 1948 (No. 88), the Committee of Experts noted that, in November 1996, the Governing Body had approved the

report of the committee that it had set up to examine the representations made under article 24 of the Constitution of the ILO by the Latin American Central of Workers (CLAT) and the Single Confederation of Workers of Peru (CUT) alleging non-observance by Peru of Conventions Nos. 11, 87, 98, 100, 111 and 122. In its recommendations, that committee considered that, in view of the particular difficulties which young persons appeared to encounter in gaining access to appropriate employment, the Government should, in its next report under article 22 of the Constitution on the application of this Convention, provide detailed information on the special arrangements made for them within the framework of the employment and vocational guidance services, in accordance with Article 8 of the Convention. The Committee also requested the Government to provide full information on the effect given to this provision as well as a detailed report in 1997.

In its 1996 observation on the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), the Committee took note of the recommendations of the above-mentioned Governing Body committee, in particular that, as regards the alleged discrimination against trade union leaders on the basis of political opinion, the Government should take the measures necessary to ensure that dismissals under the relevant Act are not occasioned by the expression of political opinion, in particular by trade union leaders. It also noted that the absence of information had prevented it from examining the aspect of the allegation concerning discrimination on the basis of sex.

In its observation on the Employment Policy Convention, 1964 (No. 122), the Committee of Experts also noted the recommendations made in the representations referred to above and asked the Government to supply certain information in order to allow it to resume examination of the application of the Convention at its next session. It asked for a detailed report for 1997.

Article 7

In its 1995 (March) observations on the Holidays with Pay Convention, 1936 (No. 52), and the Holidays with Pay (Agriculture) Convention, 1952 (No. 101), the Committee of Experts noted the adoption of two Decrees on paid rest for workers in private employment. It requested the Government to indicate what legislative procedures govern annual holidays with pay to workers in public undertakings and establishments, what legislation grants young workers the right to annual holidays with pay, and whether absences during holidays due to sickness or accident are deducted from annual paid leave.

In its 1996 observation on the Labour Inspection Convention, 1947 (No. 81), the Committee of Experts recalled its previous comments in relationn to a communication of 6 November 1995 from the Association of Labour Inspectors of the Ministry of Labour and Social Development alleging non-compliance with Articles 6 (stability of employment), 9 association of duly qualified technical experts and specialists), 10 sufficient number of inspectors) and 16 (frequency and thoroughness of inspections) of the Convention, and the replies received from the Government. The Committee requested the Government to provide information on measures taken or envisaged with regard to these matters. The Committee also recalled that in its previous comments it had noted that no annual report on labour inspection had been received since the ratification of the Convention, 35 years ago.

Emphasizing that periodic reports are an essential means for assessing how the Convention is applied and for planning corrective measures, it stated that it trusted the Government would take all appropriate measures to rectify this without delay.

Article 8

In its 1996 observation on the Freedom of Association and Protection of the Right to Organise, 1948 (No. 87), the Committee of Experts noted the comments made by the Federation of Workers of "Luz y Fuerta" on the application of the Convention. It expressed the firm hope that the Government would shortly adopt the necessary measures to ensure that legislation: enables workers to join organizations of their choosing during probationary periods; reduces the minimum number of workers required to form trade unions by branch of activity or for various occupations; enables workers to elect their leaders in full freedom; abolishes the obligation placed upon trade unions to compile the reports which may be requested from them by the labour authorities; abolishes restrictions on the exercise of the right to strike (particularly with regard to compulsory arbitration in the transport sector); and lifts the prohibition placed in first-level federations of public servants from affiliating with confederations of their own choosing. The Committee requested the Government again to supply information on the measures adopted in this respect in its next report.

In its 1995 (Nov.-Dec.) observation on the Right to Organize and Collective Bargaining Convention, 1949 (No. 98). the Committee of Experts noted the comments made by the Coordinator of Trade Union Federations of Peru and the Federation of Workers in the Lighting and Power Industry of Peru in relation to the General Labour Bill of 1995, as well as the interim conclusions adopted by the Committee on Freedom of Association in Case No. 1731, approved by the Governing Body in March 1994. It once again requested the Government, in consultation with the social partners, to take steps to amend the legislation so as to enable organizations of workers and of employers to exercise freely and without impediment the right to collective bargaining at all levels. The Committee requested the Government to provide information in its next report on the measures adopted in this respect.

At its November 1995 meeting, the Committee on Freedom of Association (CFA) examined *Case No. 1804*, lodged by Education International and alleging refusal to bargain collectively and to grant trade union leave. The Committee requested the Government to take measures to bring the parties together and facilitate discussions, and grant the concerned trade union official leave of absence and to keep it informed in this respect.

At its November 1996 meeting, the CFA examined *Case No. 1855*, lodged by national organizations of banking employees, education workers and health sector workers and alleging restrictions on collective bargaining, discrimination and interference in union activities, anti-union dismissals and refusal of union authorization. In its interim report the CFA requested the Government to take the necessary measures to modify the legislation so as to promote voluntary collective bargaining at all levels, to forward its observations and replies on certain matters, and to take the necessary measures to ensure that, in future, the application of staff reduction programmes is not used as a form of anti-union discrimination.

At its March 1997 meeting, the CFA examined four cases (*Nos. 1796, 1845, 1878 and 1906*) presented by international and national workers' organizations and alleging that new legislation was contrary to freedom of association; the dismissal of trade union officers; the freezing of trade union funds, violations of the right to bargain collectively; the refusal to register a trade union organization; and anti-union discrimination and persecution. In the first two cases, the CFA reached definitive conclusions calling on the Government to keep it informed of the outcome of appeals lodged by dismissed trade unionists and, where this had not been done, to set up independent inquiries into anti-union dismissals. in the last two cases, the CFA reached interim conclusions, asking the Government to take measures, in consultation with the social partners to promote collective bargaining.

Article 9

In its 1995 (Nov-Dec) observations on the Sickness Insurance (Industry) Convention, 1927 (No. 24), and the Sickness Insurance (Agriculture) Convention, 1927 (No. 25), the Committee of Experts noted that the regulations to implement Decree No. 718 of 8 November 1991, that deal with the establishment of a private health system, are still being drafted. It hoped that when these regulations were adopted they would not fail to take into account points raised by the Committee with regard to extension of the health service throughout the national territory and the protection of all workers covered by the Conventions.

In its 1995 (Nov.-Dec.) observations on the Old-Age Insurance (Industry, etc.) Convention, 1933 (No. 35), and the Old-Age Insurance (Agriculture) Convention, 1933 (No. 36), the Committee of Experts stated that it trusted that the Government would provide information in its next reports on the measures that have been adopted to ensure that all insured persons are guaranteed an old-age pension provided for in the Conventions. The Committee also requested the Government to take measures or provide information on matters related to the administration insurance schemes.

In its 1995 (Nov.-Dec.) observations on the Invalidity Insurance (Industry, etc.) Convention, 1933 (No. 37), the Invalidity Insurance (Agriculture) Convention, 1933 (No. 38), the Survivor's Insurance (industry, etc.) Convention, 1933 (No. 39), and the Survivor's Insurance Convention (Agriculture), 1933 (No. 40), the Committee of Experts requested the Government to provide information in its next report on the manner in which it intends to give full effect to certain provisions of the Conventions in the context of the private system for the administration of pension funds, taking into account its comments under Convention No. 35.

In 1996, the Conference Committee on the Application of Standards discussed Peru's application of the above group of Conventions.

In its 1995 (March) observation on the Unemployment Provision Convention, 1934 (No. 44), the Committee of Experts pointed out that, in order to give effect to the provisions of the Convention, ratifying States must ensure a benefit or an allowance to persons who are involuntarily unemployed, by means of a scheme which may be a

compulsory insurance scheme, a voluntary insurance scheme, a combination of the two, or any of these alternatives combined with a complementary assistance scheme. It hoped the Government would review the current situation and that it would be able to indicate in its next report the measures adopted or contemplated to establish an unemployment protection scheme as required by the provisions of the Convention.

In its 1996 observation on the Social Security (Minimum Standards) Convention, 1952 (No. 102), the Committee of Experts recalled that the Convention No. 102 was conceived in a highly flexible manner. It was possible to achieve the same level of social security through various approaches and the Convention sets forth a number of practical criteria of general applicability for the organization and functioning of social security systems. Taking into account the importance of points raised with regard to the public social security system, known as the National Pensions System, and the national private pensions system, the Committee could not but insist that the Government adopt as soon as possible the measures required to give effect to the provisions of the Convention and requested the Government to include in its next report all of the information requested.

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The Committee of Experts furthermore addressed direct requests to Peru in 1994 on Conventions Nos. 79, 90 and 156 in 1995 (March) on Conventions Nos. 14, 77, 78, 106 and 159, in 1995 (Nov.-Dec.) on Conventions Nos. 98 and 105, and in 1996 on Conventions Nos. 62, 81, 87, 100, 102 and 111.

RUSSIAN FEDERATION

Information concerning the Russian Federation has not been previously supplied to the Committee.

The following relevant Conventions have been ratified and are in force for the Russian Federation (for full names see the list of Conventions in Part II A above): 11, 13, 14, 16, 27, 29, 32, 47, 52, 73, 77, 78, 79, 87, 90, 98, 100, 103, 106, 111, 113, 115, 119, 120, 122, 124, 138, 142, 148, 159.

Article 10

In its 1996 observation on the Minimum Age Convention, 1973 (No. 138), the Committee of Experts noted with concern the indication that the minimum age for employment had been lowered to 15 years of age from the previous 16, by virtue of federal

Act No. 182-FZ of 24 November 1995, which was contrary to Articles 1, 2 (1) and 2 (2) of the Convention. The Committee requested the Government to supply full information on the measures taken or envisaged to ensure that the engagement in employment of work of children under the age of 16 is limited to the exceptions provided for in the Convention, and requested the Government to report in detail in 1997.

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The Committee of Experts furthermore addressed direct requests to the Russian Federation in 1993 on Conventions Nos. 119 and 142, 1994 on Convention No. 148, in 1995 (March) on Convention No. 159, in 1995 (Nov-Dec) on Convention No. 115, and in 1996 on Conventions Nos. 29, 87, 100 and 122.

ZIMBABWE

Information concerning Zimbabwe has not been previously supplied to the Committee.

The following relevant Conventions have been ratified and are in force for Zimbabwe (for full names see the list of Conventions in Part II A above): 14, 19, 26, 81, 99, 100, 129.

The Committee of Experts did not make observations on any of the relevant Conventions.

The Committee of Experts addressed direct requests to Zimbabwe in 1995 (March) on Convention No.14, and in 1996 on Conventions Nos. 26, 99 and 100.

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Indications concerning the situation of individual countries to be examined at the 17th (17 November - 5 December) session of the Committee on Economic, Social and Cultural Rights.

AZERBAIJAN

Information concerning Azerbaijan has not been supplied previously.

The following relevant Conventions have been ratified and are in force for Azarbaijan (for full names see list of Conventions in Part II A above): 11, 13, 14, 16, 27, 29, 32, 47, 52, 73, 77, 78, 79, 87, 88, 90, 98, 100, 103, 106, 111, 113, 115, 119, 120, 122, 124, 131, 135, 138, 140, 142, 148, 151, 154, 159.

Article 8

In its 1996 observation on the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), the Committee of Experts recalled that restrictions or prohibitions on the right to strike should be restricted to public servants exercising authority in the name of the State or in essential services the interruption of which would endanger the life, personal safety or health of the whole or part of the population and requested the Government to amend or repeal section 188-3 of the Penal Code where it could apply to strikes in public transport or state or public institutions or undertakings which are not essential services within the strict meaning of the term.

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The Committee of Experts furthermore addressed direct requests to the Government in 1995 (March) on Conventions Nos. 14 and 106, in 1995 (Nov-Dec) on Conventions Nos. 77, 78, 124 and 159, and in 1996 on Conventions Nos. 87, 88, 98, 100, 111, 131, 140, 148, 151, 154 and 160.

IRAQ

Information concerning Iraq has been supplied on several occasions, most recently in 1986.

The following relevant Conventions have been ratified and are in force for Iraq (for full names see the list of Conventions in Part II A above): 1, 11, 13, 14, 17, 18, 19, 26, 27, 29, 30, 42, 77, 78, 81, 88, 98, 100, 105, 106, 107, 111, 115, 118, 119, 120, 122, 131, 132, 135, 136, 138, 140, 142, 148, 152, 167.

Article 6

In its 1996 observation on the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), the Committee of Experts recalled that, with regard to linguistic and ethnic minorities, the Convention prescribed the formulation and application of a national policy to promote equality of opportunity and treatment in respect of employment and occupation and that, to implement the Convention, the legislative provisions in force must be accompanied by specific action, set forth in a precise manner, for implementing the principles of equality. It noted that the Government restricted itself to repeating the legislative provisions in force and gave no indication on their practical application and therefore requested it, once again, to supply detailed information on the application of such a policy. Furthermore, the Committee requested the Government to inform it of the ultimate status of a resolution prohibiting access by women to certain occupations, and to indicate whether programmes designed to promote employment of women had been implemented or were envisaged, and whether concrete results had been obtained in this direction.

Article 7

In its 1993 observations on the Hours of Work (Industry) Convention, 1919 (No. 1), and the Hours of Work (Commerce and Offices) Convention, 1930 (No. 30), the Committee of Experts noted with interest the Government's statement that legislative measures had been taken to fix the maximum additional hours which may be authorized, and that the text of the Act would be supplied as soon as it was published. It hoped to receive the text with the next reports.

In its 1996 observation on the Holidays with Pay (revised) Convention, 1970 (No. 132), the Committee of Experts, in the absence of a Government report, repeated its previous observation in which it examined several obstacles, in law and in practice, to the implementation of the Convention. It requested the Government to take the necessary measures and to supply it with relevant information on the matters examined.

Article 8

With regard to the Government indication that the necessary measures had been taken to amend the Labour Code in order to bring it into line with the provisions of the Right to Organise and Collective Bargaining Convention, 1949 (No. 98), the Committee of Experts, in its 1996 observation, recalled this Act contained no provisions to ensure the application of the Convention. It once again urged the Government to take specific measures at the earliest possible date to guarantee the protection of workers against all acts of anti-union discrimination, enforceable by sufficiently effective and dissuasive sanctions, and to encourage and promote the full development and utilization of machinery for voluntary negotiation of collective agreements in the private, mixed and cooperative sectors. It asked the Government to supply, along with its next report, copies of the new provisions to which it referred.

In its 1995 (March) observation on the Workers' Representatives Convention, 1971 (No. 135), the Committee of Experts noted with regret that the Government's report still did not reply to previous direct requests for more detailed information on the application of Article 2 of the Convention. The Committee was bound once again to draw the Government's attention to the terms of Article 2, under which facilities must be afforded in the enterprise to workers representatives to enable them to carry out their functions promptly and efficiently, and in full independence, so that they may defend the economic, social and occupational interests of the workers, and requested the Government once again to provide it with any relevant information on the practical application of this Article.

Article 9

In its 1995 (March) observation on the Workmen's Compensation (Accidents) Convention, 1925 (No. 17), the Committee of Experts once again requested the Government to indicate whether certain legislation also applied to workers who cannot be insured. It also expressed the hope once again that the Government would adopt the necessary measures to ensure, in accordance with the Convention, the proper utilization of lump sum compensation to victims of industrial accidents which have resulted in permanent incapacity of less than 35 per cent.

In its 1996 observation on the Equality of Treatment (Accident Compensation) Convention, 1925 (No. 19), the Committee of Exerts, in the absence of a Government report, repeated repeated its previous observation in which it raised several points with regard to the equal treatment of foreign workers, temporary workers, and non-Iraqi Arab workers, including information on the follow-up given to the conclusions and recommendations of the Governing Body committee set up to consider the representation made by the Federation of Egyptian Trade Unions under article 24 of the ILO Constitution alleging non-observance by Iraq of a number of Conventions. The Committee of Experts hoped that the Government would make every effort to take the necessary action in the very near future.

In its 1996 observation on the Equality of Treatment (Social Security) Convention, 1962 (No. 118), the Committee of Experts, in the absence of a Government report, repeated repeated its previous observation in which it again urged the Government to adopt in the near future measures ensuring the provision of long term benefits in the case of residence abroad for Iraqi nationals and for nationals of other countries which have accepted the obligations of the Convention, as well as for refugees and stateless persons.

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The Committee of Experts furthermore addressed direct requests to the Government in 1992 on Conventions Nos. 136 and 142, in 1994 on Conventions Nos. 131 and 148, in 1995 (March) Conventions Nos. 14, 106, 107, 115 and 120, in 1995 (Nov-Dec) on Convention No. 119, and in 1996 on Conventions Nos. 13, 29, 100, 118, 122, 138, 152 and 167.

LUXEMBOURG

Information concerning Luxembourg was supplied previously in 1990.

The following relevant Conventions have been ratified and are in force for Luxembourg (for full names see the list of Conventions in Part II A above): 1, 2, 3, 6, 1, 12, 13, 14, 16, 17, 18, 19, 20, 24, 25, 26, 27, 29, 30, 73, 77, 78, 79, 81, 87, 88, 90, 96, 98, 100, 102, 103, 105, 121, 132, 135, 138.

The Committee of Experts did not make any observations on the application of Conventions in Luxembourg.

The Committee of Experts did, however, address direct requests to the Government in 1992 on Convention No. 96, in 1995 (march) on Convention No. 132, in 1995 (Nov-Dec) on Conventions Nos. 77 and 78, and in 1996 on Conventions Nos. 13 and 138.

NIGERIA

Information concerning Nigeria has not been supplied previously.

The following relevant Conventions have been ratified and are in force for Nigeria (for full names see the list of Conventions in Part II A above): 11, 15, 16, 19, 26, 29, 32, 58, 59, 81, 87, 88, 98, 100, 105, 123, 155.

Article 7

In its 1996 observation on the Equal Remuneration Convention, 1951 (No. 100), the Committee of Experts repeated that since ratifying the Convention more than 20 years ago, the Government had not furnished information which provided an adequate basis for assessing its application. Recalling paragraph 253 of its General Survey on Equal Remuneration, the Committee observed that it was hard to accept statements suggesting that the application of the Convention had not given rise to difficulties or that full effect was given to it, without further details being provided. It therefore trusted that the Government would reply to its requests for information with as much detail as possible and also offered the Government the technical assistance of the Office.

Article 8

In its 1996 observation on the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), the Committee of Experts noted with regret that the Government's report had not been received. Noting that there had been no progress in bringing the national legislation and practice into conformity with the Convention (particularly Decrees Nos. 9 and 10 by which the executive councils of several workers' organisations had been dissolved) and also noting that a number of Decrees had been adopted recently which further violated the provisions of the Convention (Decree No. 4 of 5 January 1996 which restricts the right to organize by providing for the establishment of a determined number of trade unions for each occupational category according to a pre-established list), the Committee noted with deep regret the serious deterioration in the trade union situation in Nigeria. It urged the Government to bring its law and practice into conformity with the provisions of the Convention, and to re-establish the right to organize and the right to elect representatives in full freedom, without interference by the public authorities, for workers' and employers' organizations.

In its November 1995 meeting, the CFA examined *Case No. 1793* presented by a number of international workers' organization alleging arrests and detentions of trade union leaders and the dissolution of executive committees of various workers' organizations. The Committee urged the Government to take the necessary measure to ensure the immediate release of any of the named trade union officials who might still be detained and to keep it informed in this regard, and to refrain in the future from arresting trade unionists who have only been exercising their legitimate trade union activities. The Committee also urged the Government to repeal certain Decrees immediately so as to allow independently elected officials to exercise their trade union functions again. The Committee could not but conclude that interference by government authorities in the internal affairs of a certain trade union still continued, constituting a serious violation of the most basic principles of freedom of association.

In June 1996, the Conference Committee on the Application of Standards discussed Nigeria's application of Convention No. 87, and decided to mention this case in a special paragraph of its report given the lack of progress in respecting trade union rights.

Article 10

In its observation on the Minimum Age (Underground Work) Convention, 1965 (No. 123), the Committee of Experts noted that the Government's report contained no reply to its previous comments and requested the Government to indicate the measures which had been taken to give effect to the Convention, by virtue of which the employer should make available to the workers' representative, at their request, lists of the persons who are employed on work underground and who are less than two years older than the minimum

age specified by the Government, i.e 18 years. The Committee hoped that the Government would make every effort to take the necessary action in the very near future.

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The Committee of Experts furthermore addressed direct requests to the Government in 1992 on Convention No. 59, in 1993 on Convention No. 26, in 1994 on Convention No. 88, and in 1996 on Convention 19.

SAINT VINCENT AND THE GRENADINES

Information concerning Saint Vincent and the Grenadines has not been supplied previously.

Since becoming a member of the ILO in 1995, Saint Vincent and the Grenadines has not ratified any Conventions.

UNITED KINGDOM

Information concerning the United Kingdom has been supplied on several occasions, most recently in 1995.

The following relevant Conventions have been ratified and are in force for the United Kingdom (for full names see the list of Conventions in Part II A above): 2, 5, 7, 10, 11, 12, 15, 16, 17, 19, 24, 25, 29, 32, 35, 36, 37, 38, 39, 40, 42, 44, 81, 87, 98, 100, 102, 105, 115, 120, 122, 124, 135, 140, 141, 142, 148, 151.

Article 6

In its 1996 observation on the Employment Policy Convention, 1964 (No. 122), the Committee of Experts requested the Government to supply its comments on a communication from the Trades Union Congress (TUC) stating that, rather than being concerned with policing the benefits system, the employment service should be engaged in active labour market policies as advocated by the OECD.

In its 1995 (March) observation on the Paid Educational Leave Convention, 1974 (No. 140) the Committee noted the Government's report and the enclosed comments of the TUC. The Committee expressed the hope that the Government's next report would contain

additional information demonstrating that it was effectively formulating and applying a policy for the promotion of paid educational leave for the purposes, according to the requirements set out in the Convention.

Article 7

In its 1996 observation on the Equal Remuneration Convention, 1951 (No. 100), the Committee of Experts noted the comments of the TUC. The Committee noted that while there had been a welcome narrowing of the earnings gap between men and women overall, there appeared to be some occupational categories where there remained a wide differential in earnings, and requested the Government whether any studies had been undertaken to discern the reasons for this. Furthermore, the Committee pointed out that measures taken by the Government had had deleterious effects on certain categories of women workers (such as those working part-time) and stated that it would welcome any indications from the Government as to the measures that might be taken to improve the situation of these women workers, especially as concerns their remuneration and entitlements.

Article 8

In its 1996 observation on the Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87), the Committee of Experts noted the comments of the TUC and continued to examine issues related to the dismissal of workers at the Government Communications Headquarters in Cheltenham and the right of its staff to establish and join organizations of their own choosing; the 1992 Trade Union and Labour Relations (Consolidation) Act which prevents trade unions from disciplining members who refused to participate in lawful strikes and other industrial action or who sought to persuade fellow members to refuse to participate in industrial action; immunities in respect of civil liability for strikes and other industrial action; and dismissals in connection with industrial action. The Committee requested the Government to provide further information on the measures taken or envisaged to ensure that workers can organize their administration and activities in full freedom, to ensure non-interference in the right of workers' organizations to draw up their constitutions and rules freely, and to provide information on the TUC's comments.

In its 1996 observation on the Right to Organize and Collective Bargaining Convention, 1949 (No. 98), the Committee of Experts noted the comments of the Careers Teachers' Organization (NASUWT) and the TUC. It also noted the conclusions of the CFA in Case No. 1730 and asked the Government to take the necessary measures to amend its legislation so as to ensure effective protection of workers from any action taken by the employer, which would result in penalizing workers for attempting to regulate their terms and conditions of employment through collective bargaining. With regard to the comments of NASUWT and TUC concerning the determination of schoolteachers' pay and work conditions, the Committee expressed its trust that the relevant review machinery would continue to function in practice in a manner that would not hamper free collective bargaining. As regards its previous comments concerning denial of employment on grounds of trade union membership or activity and dismissals in connection with industrial action,

the Committee requested the Government to furnish information in its next report in reply to matters raised in the TUC communication.

In June 1996, the Conference Committee on the Application of Standards discussed this case and hoped that the Government would re-examine its law and practice in order to give effect, without ambiguity, to articles 1 and 4 of Convention No. 98.

In its 1995 observation on the Labour Relations (Public Service) Convention, 1978 (No. 151), the Committee of Experts the Committee expressed its regret that the Government had decided unilaterally to put an end to the Civil Service Arbitration Agreement concerning the settlement of disputes in civil service. It noted however that the parties had agreed on new procedures and expressed its trust that these would provide a suitable framework for the resolution of disputes.

At its May/June 1996 meeting, the Committee on Freedom of Association examined *Case No. 1852* presented by the TUC and alleging acts of interference by the employer in the functioning of workers' organizations and lack of adequate legal protection. The Committee called on the Government to take steps to amend the relevant legislation and requested the Government to begin immediately an inquiry into specific allegations of anti-union tactics by the management of a steel company and to take suitable measures to remedy the effects of such acts when proven.

Article 9

In its 1995 (Nov.-Dec.) observation on the Workmen's Compensation (Accidents) Convention, 1925 (No. 17), the Committee of Experts recalled that the purpose of requiring the provision of prescriptions free of charge to the injured worker was to avoid placing the financial consequences of the injury on the individual worker. It trusted that the Government would have no difficulty ensuring in the near future that pharmaceutical aid dispensed outside hospitals, in particular, is provided free of charge to all victims of industrial accidents.

In its 1995 (Nov.-Dec.) observation on the Sickness Insurance (Industry) Convention, 1927 (No. 24), the Committee of Experts noted the observations made by the TUC on the Statutory Sick Pay Act 1994, alleging that the policy adopted by the Government under this Act has had adverse effects, such as the dismissal by employers of workers who become sick in order to avoid paying the sickness pay required by the law. In reply, the Government emphasized that the measures to make employers entirely responsible for sickness pay were adopted to encourage them to tackle the problem of absenteeism due to sickness. The Committee requested the Government to supply information on the effect given in practice to the Act, including statistical data on the results of verifications, violations reported and the sanctions imposed, as well as copies of any administrative or judicial decisions made in this respect. It asked for a copy of a study the Government planned to undertake on the impact that the changes made to the sickness pay scheme have had on employers and workers, and particularly on the recruitment and retention of workers.

In its 1995 (Nov.-Dec.) observation on the Unemployment Provision Convention, 1934 (no. 44), the Committee of Experts examined the rules and practical effects of disqualifying a person from receiving unemployment benefit "without good cause", as well as the practical effect of the Jobseekers Act of 1995. With regard to the former matter, the Committee once again expressed the hope that necessary measures would be taken to ensure the full application of the relevant provisions of the Convention, and with regard to the latter matter it requested the Government to supply in its next report full particulars on the effect of the new legislation on the application of each of the Articles of the Convention, together with the text of all implementing regulations.

Article 13

In its 1992 observation on the Human Resources Development Convention, 1975 (No. 142), observed that comments of the TUC were of such nature as to warrant some concern about the Government's responsibility and level of commitment to the fundamental obligations of the Convention. It asked the Government once again to supply a detailed description of the practical arrangements for the cooperation with employers' and workers' organizations required by the Convention, as well as more general information.

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The Committee of Experts furthermore addressed direct requests to the Government in 1994 on Convention No. 148, in 1995 (March) on Convention No. 42, in 1995 (Nov.-Dec.) on Conventions Nos. 81, 105, 115 and 135, and in 1996 on Conventions Nos. 10, 16, 87 and 102.

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ANNEX

Index of countries and of relevant information supplied by the ILO since 1978

Country	Articles 6-9 (Document reference)	Article 10 (Document reference)	Article 13
Afghanistan	E/1986/60 E/1989/6 E/1990/9 E/1991/4	-	
Algeria	E/1995/127	-	
Argentina	E/1995/5	E/1995/5	
Australia	E/1979/33 E/1985/63	E/1981/41 E/1986/60	
Austria	E/1988/6 E/1994/5	E/1981/41 E/1987/59	
Barbados	E/1982/41	E/1982/41	
Belgium	E/1994/63	E/1994/63	
Bulgaria	E/1980/35 E/1985/63	E/1983/40 E/1988/6	
Belarus, Republic of	E/1979/33 E/1985/63 E/1996/98	E/1981/41 E/1987/59 E/1996/98	
Cameroon	-	E/1988/6	
Canada	E/1982/41 E/1988/6 E/1989/6	E/1994/5	
Chile	E/1979/33 E/1985/63	E/1981/41 E/1988/6	
Colombia	E/1979/33 E/1985/63 E/1995/127	E/1990/9	
Costa Rica	E/1990/9 E/1991/4	E/1990/9	

Country	Articles 6-9 (Document reference)	Article 10 (Document reference)	Article 13
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Czech and Slovak Federal Republic	E/1979/33 E/1986/60	E/1981/41 E/1987/59	
Denmark	E/1979/33 E/1985/63	E/1981/41 E/1987/59	
Dominican Republic	E/1990/9 E/1991/4 E/1995/127 E/1996/98	E/1990/9 E/1991/4 -	
Ecuador	E/1978/27 E/1985/63	E/1990/90 E/1991/4	
El Salvador	E/1996/40	-	
Finland	E/1979/33 E/1985/63 E/1996/98	E/1981/41 E/1986/60 -	E/1996/98
France	E/1986/60	E/1989/6	
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Guatemala	E/1995/127 E/1996/40	-	
Guinea	E/1996/40	-	
Guyana	E/1995/127	-	
Honduras	E/1996/98	-	E/1996/98
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Country	Articles 6-9 (Document reference)	Article 10 (Document reference)	Article 13
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Jamaica	E/1980/35 E/1989/6	E/1989/6	
Japan	E/1985/63	E/1987/59	
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Kenya	E/1994/63	E/1994/63	
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Luxembourg	E/1990/9	E/1990/9	
Madagascar	E/1981/41 E/1985/63	E/1986/60	
Mauritius	E/1995/127	-	
Mexico	E/1985/63 E/1994/5	E/1990/9 E/1994/5	
Mongolia	E/1978/27 E/1985/63	E/1981/41 E/1987/59	
Morocco	E/1994/63	E/1994/63	
Netherlands	E/1989/6	E/1989/6	
Netherlands (Antilles)	E/1987/59	-	
New Zealand	E/1994/5	-	
Nicaragua	E/1986/60	E/1994/5	
Norway	E/1979/33 E/1985/63 E/1995/127	E/1981/41 E/1988/6	
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Country	Articles 6-9 (Document reference)	Article 10 (Document reference)	Article 13
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Philippines	E/1978/27 E/1985/63	-	
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Portugal	E/1996/98	E/1996/98	E/1996/98
Romania	E/1979/33 E/1985/63	E/1981/41 E/1988/6	
Rwanda	E/1985/63 E/1989/6	E/1986/60	
Senegal	E/1994/5	E/1981/41	
Spain	E/1980/35 E/1985/63 E/1996/40	E/1982/41 E/1986/60 E/1996/40	
Suriname	E/1995/5	E/1995/5	
Sweden	E/1978/27 E/1985/63	E/1981/41 E/1987/59	
Syrian Arab Republic	E/1980/35 E/1990/9 E/1992/4	E/1981/41 E/1990/9	
Tanzania	-	E/1981/41	
Trinidad and Tobago	E/1989/6	E/1989/6	
Tunisia	E/1978/27	E/1988/6 E/1989/6	
Ukrainian SSR	E/1979/33 E/1985/63	E/1982/41 E/1986/60	
Ukraine	E/1995/127	-	

Country	Articles 6-9 (Document reference)	Article 10 (Document reference)	Article 13
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United Kingdom (Non-metropolitan territories)	E/1979/33 E/1996/98	E/1982/41 E/1985/63	
Uruguay	E/1994/5 E/1994/63	E/1994/63	
USSR	E/1979/33 E/1985/63	E/1981/41 E/1987/59	
Venezuela	E/1985/63	E/1986/60	
Vietnam	E/1994/5	-	
Yemen	E/1990/9 E/1991/4	E/1990/9 E/1991/4	
Yugoslavia	E/1983/40 E/1985/63	E/1983/40	
Zaire	E/1988/6	E/1988/6	
Zambia	-	E/1986/60	